

## Note of the Joint Employability and Health and Social Care Forum

Wednesday 11 February 2015  
Rothes Halls, Glenrothes

*"As a doctor at the Royal, I never once wrote a death certificate saying the cause of death was living in a horrible house, or unemployment. People die...molecular deaths, such as proteins coagulating in arteries and causing heart attacks and strokes. Yet we know that poor [social] conditions lead to poor health and premature deaths."*

Retired Chief Medical Officer Sir Harry Burns.

On Wednesday 11 February 2015 Fife Voluntary Action (FVA) held a joint forum, bringing together members of the "Fife Employability Forum" (FEF) and the "third sector Health and Social Care Forum" (H&SC Forum). The quote above from Sir Harry Burns demonstrates there is an increasing acknowledgement of the connection between individual social circumstances and physical health. It is for this reason that FVA organised this event.

More than 70 people from across the third, public and private sectors attended the Forum. 11 stall holders, showcased the work in Fife which exemplifies the interconnections between health and employment, bridging these two areas.

Notes from the two separately held Forums held in the morning can be found below:

- [Fife Employability Forum](#)
- [Third Sector Health and Social Care Forum](#)

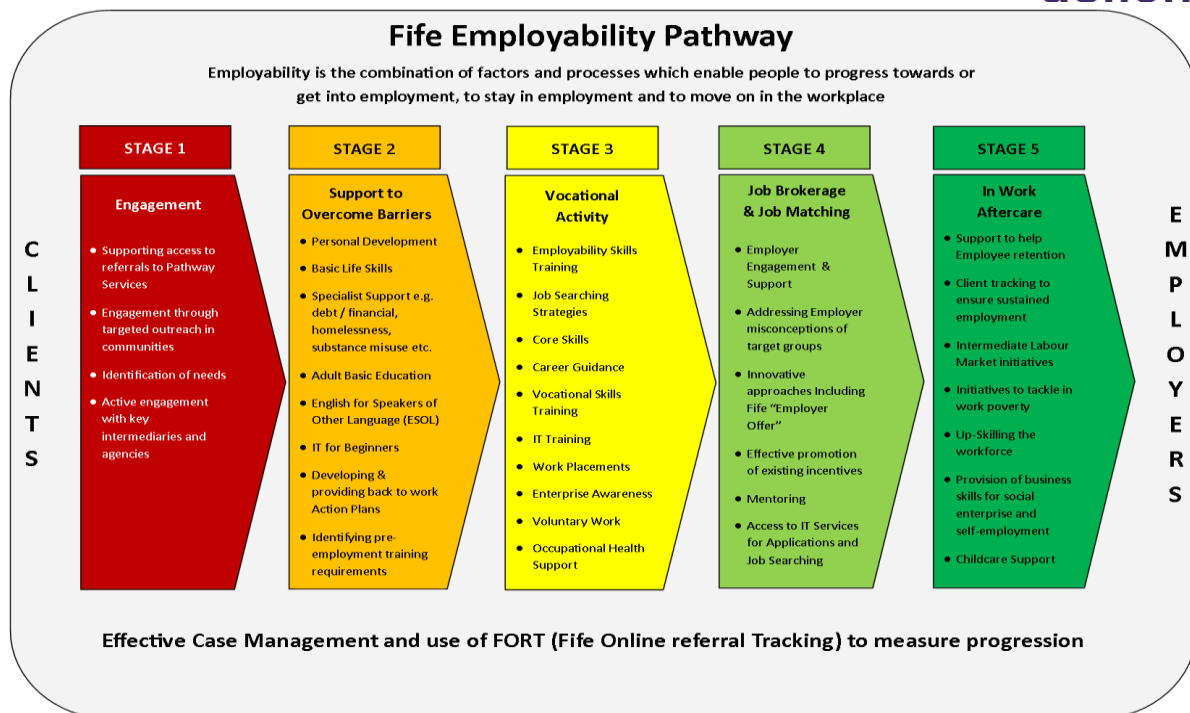
The two Forums then came together after the morning break.

### **Health and Employability - Ali Hynie, Head Occupational Therapist NHS Fife**

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To kick things off Ali Hynie led the first session. He got people talking by exploring how our health affects our own ability to work. Groups discussed health behaviours and choices when people are both in and out of work. It was recognised that being out of work may create circumstances which may lead to unhealthy lifestyle behaviours and choices.

Participants then explored the different types of barriers to employment in groups. These barriers can be categorised as individual, structural and attitudinal. The key point of these discussions was to highlight that barriers are varied, complex and individual. This highlighted the importance of using a [person centred approach](#) to employability and helping people break down barriers to employment. Health have nine person centred outcomes as part of the [Public Bodies \(Joint Working\) \(Scotland\) Act 2014](#). [The National Health and Wellbeing Outcomes](#) are high-level statements of what health and social care partners are attempting to achieve through integration and focus on moving towards an outcomes based approach.



Using the barriers discussed, the groups explored what constitutes success. It is often expected a successful outcome is a job, however many consider the ability to take a bus alone, making eye contact, writing their own CV or job application as a success, employability is about getting someone on the journey. Ali finished the session looking at The Fife Employability Pathway (shown above) which enables organisations to record where their successes lie and to see where they are working in a client's journey, whether this is from start to finish or offering individual support at a specific stage.

### Health and Social Care Integration - Heather Ford and Fiona Mackenzie, Change Managers, Health and Social Care

Heather Ford and Fiona Mackenzie, Change Managers then gave an overview on [Health and Social Care Integration](#). The legal requirement for Health and Social Care services to integrate and jointly deliver services to the public. The Public Bodies (Joint Working) (Scotland) Act 2014 sets out the legal requirements for this integration. Elements of the process include:

- Consultation on Localities – Seven localities have been agreed in Fife
- Consultation on the Integration Scheme – Complete – final draft in progress
- Consultation on the Strategic Plan – in development, it is anticipated consultation will take place between May – August 2015

To outline how services will be delivered, the partnership must develop a Strategic Plan. This will cover all services in scope for integration. The minimum that Health Boards and Local Authorities must delegate is broadly, adult social care services, adult community health services and a proportion of adult acute services. The current director of H&SC integration in Fife is [Sandy Riddell](#) who took up his post in September 2014.

As well as integration there are other drivers towards a more holistic, person centred approach to health and social care, including Self-Directed Support (SDS) and Self-Management. Both outline that services should be built around the individual and their needs, empowering them to take control of their health, how this is managed and by who. Both of these drivers tie into employability as they empower individuals to own their health, enabling them to work towards what makes them healthy.

### **Opportunities Fife Health and Disabilities Delivery Group - Angela Hamilton, Supported Employment Service, Fife Council**

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Angela Hamilton, Team Manager for Supported Employment at Fife Council then presented on the Opportunities Fife Health and Disabilities Delivery Group (H&DDG) action plan. The H&DDG was set up by Opportunities Fife Partnership to improve the provision of employability services to those with a health or disability issue that may prevent them from accessing work.

The group is chaired by Pegs Bailey, Fife Voluntary Action.

The aims of the H&DDG are to:

- Increase the numbers of people with health problems or disabilities gaining or retaining employment
- Work with partners to make effective use of existing resources, avoid duplication and minimise gaps in service provision
- Ensure a level of service is available across Fife which is flexible to local circumstances.

Process of the group to date included:

- Regular meetings with a cross-sectoral, multi-disciplinary team which includes members from: third sector, Fife Council, Skills Development Scotland, Fife College, Private sector, and Department of Work and Pensions.
- Commissioned research into provision of employability for those with a health or disability need. This research showed that people with disabilities and health issues want to find paid work but existing provision cannot meet demand.
- Recommendations from this report were used to inform the group's action plan the details of which are embedded in the attached slides.

Further details on the topics covered can be found in the slides on our website.